



North Metropolitan Health Service  
**Job Description Form**

HSS REGISTERED DECEMBER 2016

**Registered Nurse**

**Nurses and Midwives Agreement: RN Level 1**

**Position Number: 002698**

**Medical Division**

**Sir Charles Gairdner Hospital / North Metropolitan Health Service**

**Reporting Relationships**

Deputy Nurse Co Director  
RN SRN 10  
Position Number: 007336



Nurse Manager  
RN SRN 3  
Position Number: Various



**This Position**



← Also reporting to this supervisor:

- Clinical Nurse
- Registered Nurse
- Enrolled Nurse
- Assistant in Nursing

Directly reporting to this position:

| Title | Classification | FTE |
|-------|----------------|-----|
| N/A   |                |     |

Other positions under control:

- N/A

**Prime Function / Key Responsibilities**

Under the direction of the relevant Senior Registered Nurse(s) practises as a Registered Nurse in keeping with the Australian Nursing and Midwifery Board Registration Standards and Nursing Practice Decision Flowchart. Provides comprehensive evidence-based nursing care to patients as part of a multidisciplinary team. Upholds and functions within the core values of the organisation and nursing values of Accountability, Compassion, Continuous Learning & Teamwork.

## Brief Summary of Duties (in order of importance)

### 1. Leadership

- Accepts responsibility for the delivery of safe, quality nursing care
- Acts as a clinical resource for registered and enrolled nurses in the management of patient care
- Is a role model and contributes to interdisciplinary team functioning and decision making
- Communicates effectively with patient, family and health professionals to facilitate provision of care
- Advocates for patients, families and carers to ensure individual rights are acknowledged, respected and protected

### 2. Empowerment

- Subscribes to own personal and professional development through ongoing education and performance review
- Participates in the required hours of continuous professional development to meet eligibility standards for registration with the Nursing and Midwifery Board of Australia
- Facilitates the personal and professional development of others through support, preceptorship and mentoring
- Undertakes the clinical supervision and development of new and undergraduate nurses

### 3. Professional Practice

- Provides competent, quality nursing care informed by best practice and National Safety and Quality Healthcare Standards
- Assesses, plans, implements and evaluates nursing care in collaboration with individuals and the multidisciplinary health care team to improve health outcomes
- Delegates aspects of care to others according to their competence and scope of practice
- Practises within relevant legislative and regulatory requirements in accordance with organisational policy and guidelines
- Uses healthcare resources effectively and efficiently to promote optimal nursing and health care
- Provides emotional support to patients/significant others using appropriate resources
- Participates in ward rounds, multidisciplinary team and patient/family care meetings as required

### 4. Innovation

- Supports and participates in local department quality improvement, risk management and best practice activities
- Supports and participates in nursing and healthcare research to promote evidence-based practice
- Participates in the continuous quality process to monitor, evaluate and improve patient safety and satisfaction with care

### 5. NMHS Governance, Safety and Quality Requirements

- Participates in the maintenance of a safe work environment
- Participates in an annual performance development review
- Supports the delivery of safe patient care and the consumers' experience including participation in continuous quality improvement activities in accordance with the requirements of the National Safety and Quality Health Service Standards and other recognised health standards
- Completes mandatory training (including safety and quality training) as relevant to role
- Performs duties in accordance with Government, WA Health, North Metropolitan Health Service and Departmental / Program specific policies and procedures. Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act

### 6. Undertakes other duties as directed

Created on:

Last updated on: December 2016

Registered by HSS: HE02480

## Work Related Requirements

### Essential Selection Criteria

1. Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia
2. Demonstrates relevant clinical skills
3. Demonstrates effective communication and interpersonal skills
4. Identifies work related problems and determines appropriate interventions and evaluates outcomes
5. Participates in and supports nursing and multidisciplinary team processes and goals
6. Demonstrates ability to adapt to changes in the workplace (including clinical situations)
7. Describes key quality improvement & risk management concepts and demonstrates best practice principles

### Desirable Selection Criteria

1. Recent experience in nursing specialty related to vacancy
2. Current knowledge and commitment to equal opportunity in all aspects of employment and service delivery

### Appointment Prerequisites

Appointment is subject to:

- Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement
- Completion of 100 Point Identification Check
- Successful Criminal Record Screening Clearance
- Successful Pre-Employment Integrity Check
- Successful Pre-Employment Health Assessment

### Certification

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

#### Manager/Supervisor

Name:  
Signature/HE:  
Date:

#### Dept./Division Head

Name:  
Signature/HE:  
Date:

#### Position Occupant

Name:  
Signature/HE:  
Date:

Created on:

Last updated on: December 2016

Registered by HSS: HE02480

## Organisational Environment

|                   |                                                            |
|-------------------|------------------------------------------------------------|
| <b>Our Vision</b> | Exceptional care from dedicated people                     |
| <b>Our Motto</b>  | We put patients first                                      |
| <b>Our Values</b> | Accountability, Compassion, Continuous Learning & Teamwork |

## Conduct and Behaviour

The WA Health Code of Conduct (**Code**) identifies our CORE values, fundamental in all of our work, and translates these values into principles that guide our conduct in the workplace. It defines the standards of ethical and professional conduct and outlines the behaviours expected of all WA Health staff.

The intent of the Code is to promote a positive workplace culture by providing a framework to promote ethical day-to-day conduct and decision making. It does not and cannot cover every situation that may arise in the workplace.

WA Health CORE values are underpinned by the Western Australian Public Sector Code of Ethics which refers to the principles of personal integrity, relationships with others and accountability. WA Health CORE values are; Collaboration, Openness, Respect and Empowerment.

## Professional Practice Model for Nursing

The SCGH Professional Practice Model for Nursing is a conceptual framework that supports nurses in their practice. The model defines the practice of nursing at SCGH, and the actions, interactions and partnerships necessary to achieve high quality patient care. Our model emphasises the importance of nursing leadership, best practice, innovation and professional growth, to achieving safe, quality outcomes for patients, staff and the community.

